

Instructions for completing the OES 2002 Salary Survey

The information provided by your department will be used to generate invoices for those incidents that your department responds to under the terms and conditions of the Agreement for Local Government Fire Suppression (California Fire Assistance Agreement).

Summary:

The current California Fire Assistance Agreement contract defines the terms of response and reimbursement for forest agency incidents by local government fire agencies, through the State Fire and Rescue Mutual Aid System. The agencies signatory to the agreement are: US Dept. of the Interior, Bureau of Land Management (BLM); State of California Department of Forestry and Fire Protection (CDF); US Dept. of the Interior, National Park Service (NPS), State of California, Governor's Office of Emergency Services (OES), US Dept. of Agriculture, Forest Service (USFS) and the US Fish and Wildlife (USDI). OES, Fire and Rescue Branch administers the contract, including generating invoices on behalf of local government for fire suppression assistance provided under the terms and conditions of this agreement.

“Calculating your Average Actual Rate”:

To determine an “Average Actual Rate” begin by establishing an hourly rate for the each salary classification. *The hourly rate should **NOT** include OVERTIME, BENEFIT PAY, SPECIALTY PAY, OR INCENTIVE PAY.* Next, combine all of the hourly rates for each classification and divide by the number of hourly rates used in the calculation. The result of this calculation is the average hourly rate for that classification at your department.

Example:

A fire department has 4 firefighters and 3 firefighter/paramedics on staff, an hourly rate must be calculated for the salary survey Firefighter classification. To calculate the “Average Actual Rate” for this position use the following steps:

Step 1 - Determine the hourly rate for each firefighter, **do not** include overtime, incentive pay, benefits, or specialty rates in the hourly rate.

Step 2 - Combine the hourly rates of the 7 firefighters.

<u>Classification</u>	<u>Hourly Rate</u>
Firefighter 1	10.33
Firefighter 2	11.98
Firefighter 3	9.98
Firefighter 4	10.70
Firefighter/Paramedic 5	11.10
Firefighter/Paramedic 6	11.10
Firefighter/Paramedic 7	9.75
Total	\$ 74.94

Step 3 - Divide the Total from Step 2 by the total number of positions used in the calculation.

\$74.94 divided by 7 = \$10.70

This is your agency "*average actual salary*" for this classification.

Step 4 - Write down the "*average actual salary*" for each classification in the appropriate section of the attached Salary Survey/

The above method of calculating the "Average Actual Rate" can be used for the Chief, Deputy Chief, Division Chief, Assistant Chief, Battalion Chief, Company Officer, Apparatus Officer and Firefighter classifications on the Salary Survey.

Chief Officers above Battalion Chief with a Local Agreement (MOA)

Local jurisdictions that have submitted "Average Actual Rates" to State OES Fire and Rescue Branch above the Battalion Chief level shall be reimbursed portal to portal at straight time unless the employee(s) has a local agreement certifying that they are to be paid above straight time. Those with such an agreement will need to check the box "Yes" on the appropriate Salary Survey Column. Those without such an agreement will need to check the box "No".

Workers' Compensation Insurance Percentage Rate

This is the insurance premium your department pays for Worker's Compensation Insurance. The Workers' Compensation Percentage Rate must be provided in a **percentage** or **decimal** form. The Human Resources Department, Personnel Office, or Budget Office at your agency should be able to assist you in determining this percentage rate. If this option is not available, then determine if your department pays this insurance fee, if your department does, then you may try calling the insurance carrier.

Unemployment Insurance Percentage Rate

This is the insurance premium your department pays for Unemployment Insurance. The Unemployment Percentage Rate must be provided in a **percentage** or **decimal** form. Human Resources Department, Personnel Office, or Budget Office at your agency should be able to assist you in determining this amount.

Agency Federal Taxpayer ID Number or Federal Employer ID Number

The Agency Federal Taxpayer ID Number or Federal Employer ID Number must be provided, as the US Forest Service will **NOT** be able to process payment without this number. Your departments Accounting Office or Personnel Office should be able to assist you in determining this number.